

ORDER FOR SUPPLIES OR SERVICES

PAGE 1 OF 5 PAGES

IMPORTANT: Mark all packages and papers with contract and/or order numbers.

1. DATE OF ORDER 11/06/2007		2. CONTRACT NO. (If any)		6. SHIP TO: Lt. Harold Schiffer	
3. ORDER NO. DTMA5V08040		4. REQUISITION/REFERENCE NO. PD08-003		a. NAME OF CONSIGNEE U.S. MERCHANT MARINE ACADEMY	
5. ISSUING OFFICE (Address correspondence to) U.S. Merchant Marine Academy (Procurement) MMA-5206, Division of Procurement Kings Point NY 11024-1699				b. STREET ADDRESS Dept of Public Safety	
				c. CITY Kings Point	e. ZIP CODE 11024-1699
7. TO:				f. SHIP VIA	
a. NAME OF CONTRACTOR Janine Hamelly				8. TYPE OF ORDER	
b. COMPANY NAME Secure USA, Inc.				<input checked="" type="checkbox"/> a. PURCHASE REFERENCE YOUR: _____ Please furnish the following on the terms and conditions specified on both sides of this order and on the attached sheet, if any, including delivery as indicated.	
c. STREET ADDRESS P.O. Box 2298				<input type="checkbox"/> b. DELIVERY - Except for billing instructions on the reverse, this delivery order is subject to instructions contained on this side only of this form and is issued subject to the terms and conditions of the above-numbered contract.	
d. CITY Cumming	e. STATE GA	f. ZIP CODE 30028			
9. ACCOUNTING AND APPROPRIATION DATA 7008 - 175 - 000 - 2008 - 1E - 3AR - 15 - 000 - 00000 - 15 - 000 - - - 25403 - 6100 - 6600 -				10. REQUISITIONING OFFICE U.S. MERCHANT MARINE ACADEMY	

11. BUSINESS CLASSIFICATION (Check appropriate box(es)) <input type="checkbox"/> a. SMALL <input checked="" type="checkbox"/> b. OTHER THAN SMALL <input type="checkbox"/> c. DISADVANTAGED <input type="checkbox"/> d. WOMEN-OWNED							
12. F.O.B. POINT Destination		14. GOVERNMENT B/L NO.		15. DELIVER TO F.O.B. POINT ON OR BEFORE (Date)		16. DISCOUNT TERMS 10 days % 20 days % 30 days % days %	
13. PLACE OF							
a. INSPECTION USMMA, Kings Point, NY 11024	b. ACCEPTANCE USMMA, Kings Point, NY 11024						

17. SCHEDULE (See reverse for Rejections)

ITEM NO. (a)	SUPPLIES OR SERVICES (b)	QUANTITY ORDERED (c)	UNIT (d)	UNIT PRICE (e)	AMOUNT (f)	QUANTITY ACCEPTED (g)
SEE LINE ITEM DETAIL						
SEE BILLING INSTRUCTIONS ON REVERSE	18. SHIPPING POINT	19. GROSS SHIPPING WEIGHT	20. INVOICE NO.			17(h) TOT. (Cont. pages)
	21. MAIL INVOICE TO: Justin Breeden					
	a. NAME USMMA A/P Branch, AMZ-160					
	b. STREET ADDRESS (or P.O. Box) USMMA A/P Branch, AMZ-160, PO Box 25710				\$3,115.00	17(i) GRAND TOTAL
	c. CITY Oklahoma City	d. STATE OK	e. ZIP CODE 73125			

22. UNITED STATES OF AMERICA BY (Signature) 	23. NAME (Typed) Gregg Wanlass TITLE: CONTRACTING/ORDERING OFFICER
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**ORDER FOR SUPPLIES OR SERVICES
SCHEDULE - CONTINUATION**

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IMPORTANT: Mark all packages and papers with contract and/or order numbers.

DATE OF ORDER 11/06/2007	CONTRACT NO.	ORDER NO. DTMA5V08040
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ITEM NO. (a)	SUPPLIES OR SERVICES (b)	QUANTITY ORDERED (c)	UNIT (d)	UNIT PRICE (e)	AMOUNT (f)	QUANTITY ACCEPTED (g)
0001	<p><i>Remit To: SAME</i></p> <p>MAINTENANCE - BOLLARDS</p> <p>Quarterly Service Call in accordance with standard contractor service and maintenance standards.</p> <p>Quarterly Preventive Maintenance: consists of physical inspection, testing, adjustment and cleaning.</p> <p>This order is subject to U.S. Department of Labor Wage Determination 2005-2373, Revision 4 dated 09/26/2007 (Attachment 1).</p> <p align="center"> <i>Start Date</i> <i>End Date</i> 11/01/2007 12/31/2007 </p> <p>Reference Requisition: PD08-003</p> <p><i>DUNS NUMBER: 927850461</i></p>	1.00	JOB	3,115.000	3,115.00	

TOTAL CARRIED FORWARD TO 1ST PAGE (ITEM 17i) ➡ \$3,115.00

Contract Level Funding Summary	Document Number DTMA5V08040	Title Maintenance - BOLLARDS	Page 4 of 5
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7008 - 175 - 000 - 2008 - 1E - 3AR - 15 - 000 - 00000 - 15 - 000 - - - 25403 - 6100 - 6600 -

\$3,115.00

Reference Requisition: PD08-003

Total Funding: \$3,115.00

	Document No. DTMA5V08040	Document Title Maintenance - BOLLARDS	Page 5 of 5
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1 52.252-02 CLAUSES INCORPORATED BY REFERENCE

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):

www.acqnet.go/far/

www.dot.gov/ost/m60/tamar/tar.htm

Clause	Title	Date
52.222-03	Convict Labor	June 2003
52.232-01	Payments	April 1984
52.232-08	Discounts for Prompt Payment	February 2002
52.232-25	Prompt Payment	October 2003
52.232-33	Payment by Electronic Funds Transfer-Central Contractor Registration	October 2003
52.233-01	Disputes	July 2002
52.243-01	Changes--Fixed Price	August 1987
52.246-01	Contractor Inspection Requirements	April 1984
52.249-04	Termination for Convenience of the Government (Services) (Short Form)	April 1984
52.249-08	Default (Fixed-Price Supply and Service)	April 1984
52.222-26	Equal Opportunity	April 2002
52.222-35	Equal Opportunity for Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans	September 2006
52.222-36	Affirmative Action For Workers with Disabilities	June 1998
52.222-41	Service Contract Act of 1965, As Amended	July 2005

WD 05-2373 (Rev.-4) was first posted on www.wdol.gov on 10/02/2007

*****REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of LaborU.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210William W.Gross Division of
Director Wage DeterminationsWage Determination No.: 2005-2373
Revision No.: 4
Date Of Revision: 09/26/2007

State: New York

Area: New York Counties of Nassau, Suffolk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.33
01012 - Accounting Clerk II	16.77
01013 - Accounting Clerk III	20.96
01020 - Administrative Assistant	27.78
01040 - Court Reporter	21.19
01051 - Data Entry Operator I	13.95
01052 - Data Entry Operator II	15.22
01060 - Dispatcher, Motor Vehicle	25.16
01070 - Document Preparation Clerk	15.41
01090 - Duplicating Machine Operator	14.49
01111 - General Clerk I	13.47
01112 - General Clerk II	15.40
01113 - General Clerk III	17.11
01120 - Housing Referral Assistant	22.74
01141 - Messenger Courier	11.89
01191 - Order Clerk I	19.59
01192 - Order Clerk II	20.45
01261 - Personnel Assistant (Employment) I	17.11
01262 - Personnel Assistant (Employment) II	19.63
01263 - Personnel Assistant (Employment) III	22.12
01270 - Production Control Clerk	22.12
01280 - Receptionist	14.59
01290 - Rental Clerk	17.74
01300 - Scheduler, Maintenance	17.50
01311 - Secretary I	17.50
01312 - Secretary II	21.38
01313 - Secretary III	22.74
01320 - Service Order Dispatcher	20.00
01410 - Supply Technician	27.78
01420 - Survey Worker	19.06
01531 - Travel Clerk I	14.30
01532 - Travel Clerk II	15.50
01533 - Travel Clerk III	16.83
01611 - Word Processor I	16.51
01612 - Word Processor II	20.16
01613 - Word Processor III	21.36

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.14
05010 - Automotive Electrician	27.14
05040 - Automotive Glass Installer	26.01
05070 - Automotive Worker	26.01
05110 - Mobile Equipment Servicer	19.81
05130 - Motor Equipment Metal Mechanic	28.38
05160 - Motor Equipment Metal Worker	26.01
05190 - Motor Vehicle Mechanic	28.27
05220 - Motor Vehicle Mechanic Helper	22.05
05250 - Motor Vehicle Upholstery Worker	24.88
05280 - Motor Vehicle Wrecker	26.01
05310 - Painter, Automotive	27.14
05340 - Radiator Repair Specialist	26.01
05370 - Tire Repairer	16.69
05400 - Transmission Repair Specialist	28.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.23
07041 - Cook I	16.75
07042 - Cook II	18.23
07070 - Dishwasher	13.67
07130 - Food Service Worker	13.67
07210 - Meat Cutter	22.64
07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	16.03
09080 - Furniture Refinisher	21.10
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer, Minor	19.40
09130 - Upholsterer	21.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.67
11060 - Elevator Operator	13.67
11090 - Gardener	16.75
11122 - Housekeeping Aide	13.68
11150 - Janitor	15.05
11210 - Laborer, Grounds Maintenance	14.45
11240 - Maid or Houseman	13.68
11260 - Pruner	12.54
11270 - Tractor Operator	15.96
11330 - Trail Maintenance Worker	14.45
11360 - Window Cleaner	17.32
12000 - Health Occupations	
12010 - Ambulance Driver	20.44
12011 - Breath Alcohol Technician	22.06
12012 - Certified Occupational Therapist Assistant	22.80
12015 - Certified Physical Therapist Assistant	20.79
12020 - Dental Assistant	14.48
12025 - Dental Hygienist	32.27
12030 - EKG Technician	26.53
12035 - Electroneurodiagnostic Technologist	26.53
12040 - Emergency Medical Technician	21.58
12071 - Licensed Practical Nurse I	18.36
12072 - Licensed Practical Nurse II	20.66
12073 - Licensed Practical Nurse III	22.95
12100 - Medical Assistant	15.40
12130 - Medical Laboratory Technician	23.34
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.44

12195 - Medical Transcriptionist	17.99
12210 - Nuclear Medicine Technologist	29.52
12221 - Nursing Assistant I	11.97
12222 - Nursing Assistant II	13.46
12223 - Nursing Assistant III	14.45
12224 - Nursing Assistant IV	15.64
12235 - Optical Dispenser	19.50
12236 - Optical Technician	14.05
12250 - Pharmacy Technician	15.87
12280 - Phlebotomist	23.02
12305 - Radiologic Technologist	27.33
12311 - Registered Nurse I	31.55
12312 - Registered Nurse II	34.68
12313 - Registered Nurse II, Specialist	34.68
12314 - Registered Nurse III	43.98
12315 - Registered Nurse III, Anesthetist	43.98
12316 - Registered Nurse IV	52.78
12317 - Scheduler (Drug and Alcohol Testing)	25.47
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.50
13012 - Exhibits Specialist II	29.89
13013 - Exhibits Specialist III	40.66
13041 - Illustrator I	28.35
13042 - Illustrator II	30.23
13043 - Illustrator III	40.66
13047 - Librarian	37.25
13050 - Library Aide/Clerk	14.35
13054 - Library Information Technology Systems Administrator	29.89
13058 - Library Technician	21.91
13061 - Media Specialist I	18.36
13062 - Media Specialist II	20.45
13063 - Media Specialist III	22.69
13071 - Photographer I	18.78
13072 - Photographer II	24.62
13073 - Photographer III	29.89
13074 - Photographer IV	40.66
13075 - Photographer V	46.23
13110 - Video Teleconference Technician	18.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.49
14042 - Computer Operator II	21.07
14043 - Computer Operator III	21.44
14044 - Computer Operator IV	25.67
14045 - Computer Operator V	27.62
14071 - Computer Programmer I (1)	24.09
14072 - Computer Programmer II (1)	27.62
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	18.49
14160 - Personal Computer Support Technician	26.13
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.73
15020 - Aircrew Training Devices Instructor (Rated)	40.44
15030 - Air Crew Training Devices Instructor (Pilot)	44.48
15050 - Computer Based Training Specialist / Instructor	35.73
15060 - Educational Technologist	35.73
15070 - Flight Instructor (Pilot)	44.48

15080 - Graphic Artist	25.03
15090 - Technical Instructor	29.23
15095 - Technical Instructor/Course Developer	35.65
15110 - Test Proctor	23.24
15120 - Tutor	23.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.40
16030 - Counter Attendant	10.40
16040 - Dry Cleaner	12.80
16070 - Finisher, Flatwork, Machine	10.40
16090 - Presser, Hand	10.40
16110 - Presser, Machine, Drycleaning	10.40
16130 - Presser, Machine, Shirts	10.40
16160 - Presser, Machine, Wearing Apparel, Laundry	10.40
16190 - Sewing Machine Operator	13.59
16220 - Tailor	14.36
16250 - Washer, Machine	11.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.87
19040 - Tool And Die Maker	24.46
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	20.37
21040 - Material Expediter	20.37
21050 - Material Handling Laborer	14.62
21071 - Order Filler	14.85
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	13.89
21150 - Stock Clerk	17.41
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.79
23021 - Aircraft Mechanic I	22.66
23022 - Aircraft Mechanic II	23.79
23023 - Aircraft Mechanic III	24.98
23040 - Aircraft Mechanic Helper	18.31
23050 - Aircraft, Painter	21.64
23060 - Aircraft Servicer	20.05
23080 - Aircraft Worker	20.90
23110 - Appliance Mechanic	21.10
23120 - Bicycle Repairer	17.94
23125 - Cable Splicer	29.73
23130 - Carpenter, Maintenance	28.92
23140 - Carpet Layer	20.46
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	23.44
23182 - Electronics Technician Maintenance II	27.39
23183 - Electronics Technician Maintenance III	28.51
23260 - Fabric Worker	19.40
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	20.76
23311 - Fuel Distribution System Mechanic	25.10
23312 - Fuel Distribution System Operator	20.76
23370 - General Maintenance Worker	22.23
23380 - Ground Support Equipment Mechanic	22.82
23381 - Ground Support Equipment Servicer	20.25
23382 - Ground Support Equipment Worker	21.05

23391 - Gunsmith I	20.76
23392 - Gunsmith II	23.16
23393 - Gunsmith III	25.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.98
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
22.86	
23430 - Heavy Equipment Mechanic	24.00
23440 - Heavy Equipment Operator	30.08
23460 - Instrument Mechanic	25.10
23465 - Laboratory/Shelter Mechanic	24.16
23470 - Laborer	15.95
23510 - Locksmith	21.10
23530 - Machinery Maintenance Mechanic	21.92
23550 - Machinist, Maintenance	21.92
23580 - Maintenance Trades Helper	17.71
23591 - Metrology Technician I	25.10
23592 - Metrology Technician II	26.09
23593 - Metrology Technician III	27.06
23640 - Millwright	21.92
23710 - Office Appliance Repairer	21.41
23760 - Painter, Maintenance	24.27
23790 - Pipefitter, Maintenance	29.49
23810 - Plumber, Maintenance	28.39
23820 - Pneudraulic Systems Mechanic	25.10
23850 - Rigger	21.92
23870 - Scale Mechanic	23.16
23890 - Sheet-Metal Worker, Maintenance	29.81
23910 - Small Engine Mechanic	20.92
23931 - Telecommunications Mechanic I	29.78
23932 - Telecommunications Mechanic II	31.02
23950 - Telephone Lineman	30.66
23960 - Welder, Combination, Maintenance	21.92
23965 - Well Driller	21.92
23970 - Woodcraft Worker	25.10
23980 - Woodworker	18.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.30
24610 - Chore Aide	12.79
24620 - Family Readiness And Support Services Coordinator	14.60
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.06
25040 - Sewage Plant Operator	23.31
25070 - Stationary Engineer	28.06
25190 - Ventilation Equipment Tender	21.53
25210 - Water Treatment Plant Operator	25.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.81
27007 - Baggage Inspector	15.39
27008 - Corrections Officer	27.21
27010 - Court Security Officer	27.55
27030 - Detection Dog Handler	20.00
27040 - Detention Officer	27.21
27070 - Firefighter	26.39
27101 - Guard I	15.39
27102 - Guard II	20.00
27131 - Police Officer I	29.43
27132 - Police Officer II	32.67

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.96
28042 - Carnival Equipment Repairer	16.75
28043 - Carnival Equipment Worker	13.67
28210 - Gate Attendant/Gate Tender	13.67
28310 - Lifeguard	13.30
28350 - Park Attendant (Aide)	15.29
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	18.95
28630 - Sports Official	12.18
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.90
29020 - Hatch Tender	23.90
29030 - Line Handler	23.90
29041 - Stevedore I	22.53
29042 - Stevedore II	25.01
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	36.47
30011 - Air Traffic Control Specialist, Station (HFO) (2)	25.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	27.69
30021 - Archeological Technician I	22.43
30022 - Archeological Technician II	25.07
30023 - Archeological Technician III	31.09
30030 - Cartographic Technician	29.15
30040 - Civil Engineering Technician	25.14
30061 - Drafter/CAD Operator I	19.18
30062 - Drafter/CAD Operator II	26.50
30063 - Drafter/CAD Operator III	29.42
30064 - Drafter/CAD Operator IV	31.09
30081 - Engineering Technician I	17.14
30082 - Engineering Technician II	19.99
30083 - Engineering Technician III	22.49
30084 - Engineering Technician IV	27.76
30085 - Engineering Technician V	32.62
30086 - Engineering Technician VI	39.48
30090 - Environmental Technician	21.10
30210 - Laboratory Technician	19.60
30240 - Mathematical Technician	31.09
30361 - Paralegal/Legal Assistant I	21.70
30362 - Paralegal/Legal Assistant II	26.63
30363 - Paralegal/Legal Assistant III	32.48
30364 - Paralegal/Legal Assistant IV	39.42
30390 - Photo-Optics Technician	28.11
30461 - Technical Writer I	23.16
30462 - Technical Writer II	28.31
30463 - Technical Writer III	36.22
30491 - Unexploded Ordnance (UXO) Technician I	23.17
30492 - Unexploded Ordnance (UXO) Technician II	28.04
30493 - Unexploded Ordnance (UXO) Technician III	33.61
30494 - Unexploded (UXO) Safety Escort	23.17
30495 - Unexploded (UXO) Sweep Personnel	23.17
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	24.35
30621 - Weather Observer, Senior (2)	27.05
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	16.40
31030 - Bus Driver	19.89
31043 - Driver Courier	16.72
31260 - Parking and Lot Attendant	9.96
31290 - Shuttle Bus Driver	17.70

31310 - Taxi Driver	12.15
31361 - Truckdriver, Light	17.75
31362 - Truckdriver, Medium	18.76
31363 - Truckdriver, Heavy	23.10
31364 - Truckdriver, Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99030 - Cashier	18.74
99050 - Desk Clerk	11.50
99095 - Embalmer	27.84
99251 - Laboratory Animal Caretaker I	15.21
99252 - Laboratory Animal Caretaker II	15.97
99310 - Mortician	29.83
99410 - Pest Controller	18.15
99510 - Photofinishing Worker	13.24
99710 - Recycling Laborer	15.57
99711 - Recycling Specialist	16.80
99730 - Refuse Collector	21.17
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	13.67
99830 - Survey Party Chief	24.99
99831 - Surveying Aide	13.46
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	20.27
99841 - Vending Machine Repairer	22.03
99842 - Vending Machine Repairer Helper	18.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.